

~~SECRET~~

Approved For Release 2002/05/06 : CIA-RDP78-04718A000500120002-3

~~CONFIDENTIAL~~

Of m 5

The Supergrade Review Board compared a number of Agencies in the national security group with respect to percentage of positions with compensation levels above the GS-15 level. The following agencies were studied:

<u>Agency</u>	<u>Total Personnel</u>	<u>Positions Above GS-15 or Equivalent Salary Level</u>	<u>Percentage of Positions over GS-15 To The Total Personnel</u>
Federal Civil Defense Admin.	1,108	24	2.17
Atomic Energy Commission	6,734	94	1.40
State Department	31,300	412	1.32
Mutual Security Agency	4,969	54	1.09
Central Intelligence Agency			1.04
Department of Defense	4,968,000	1232	0.02

25X9

25X1A



LFW - This was prepared by [redacted] at my request in support of the position I take in my note to you

25X1



~~CONFIDENTIAL~~

Approved For Release 2002/05/06 : CIA-RDP78-04718A000500120002-3

~~SECRET~~

~~CONFIDENTIAL~~

Approved For Release 2002/05/06 : CIA-RDP78-04718A000500120002-3

SUMMARY OF REVIEW BOARD'S RECOMMENDATIONS
ON THE SUPERGRADE POSITION STRUCTURE OF CIA

1. The requirements of CIA for positions established above the classification level of GS-15 have been subjected to considerable study and careful analysis. To establish these requirements with maximum objectivity, and to realize sound internal balance, the Director created a Review Board, comprising senior Agency officials, to scrutinize and make recommendations with respect to each proposed supergrade position action.
2. Control of supergrade classifications in CIA can be realized most effectively through the establishment of a formula which takes cognizance of Agency manpower problems. The employment strength of the Agency will undoubtedly fluctuate with the size and nature of the responsibilities imposed by the National Security Council. A rigid numerical supergrade ceiling requiring continuing revisions in response to such changes would entail administrative problems not present with the adoption of a percentage ratio.
3. It is recognized that the Agency's requirements should be reconciled with the pattern of supergrade position structures existing in other parts of the Government, particularly where reasonable bases for comparison can be identified. Such comparisons may be located among agencies engaging in substantial foreign or inter-governmental activity in the national security field.
4. CIA currently ranks lower than other comparable National Security agencies in percentage of supergrades. The CIA ceiling of 25X9
 This is far below the ratio of 1.32% in the Department of State--taking into account all positions above the GS-15 compensation level, and including statutory positions and Foreign Service Officers in the higher classes. In the Atomic Energy Commission the ratio is 1.40%, and in the Federal Civil Defense Administration it is 2.17%. 25X9
5. A reasonable ratio for CIA would appear to be in the neighborhood
and is insignificantly greater than that in the Department of State.

~~CONFIDENTIAL~~

Approved For Release 2002/05/06 : CIA-RDP78-04718A000500120002-3

Security Information